

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
KING COUNTY
AND
JOINT CRAFTS COUNCIL
(REPRESENTING CONSTRUCTION CRAFTS EMPLOYEES)**

Subject: Protective or Other Specialized Footwear Reimbursement

The following provisions apply to full time regular employees who are regularly assigned to the Solid Waste Division of the Department of Natural Resources and Parks:

1. The parties agree that a Footwear Allowance is appropriate to effectuate safety in the workplace.

2. Effective upon the first full pay period after adoption as an ordinance by the King County Council of the collective bargaining agreement, the County shall pay up to seventy-five dollars (\$75.00) per contract (referring to the Agreement) year to eligible employees.

3. An eligible employee is a full time regular employee whose regular duties require, Occupational Foot Protection, protective or other specialized footwear, pursuant to Washington State regulations.

4. Requests for reimbursement shall be accompanied by receipt evidencing repair or replacement of footwear. Such requests shall be submitted to the employee's immediate supervisor or such person as the Director of the Solid Waste Division shall designate.

5. An employee whose requests for reimbursement in one calendar year do not exhaust the seventy-five dollars (\$75.00) allowance may carry the remainder over into the next calendar year. Reimbursement shall be on a First In - First Out (FIFO) basis, such that the allowed requests for reimbursement shall first be paid from any "carried over" remainder and then from the current year's allowance.

APPROVED this _____ day of _____, 2009

By: _____
King County Executive

JOINT CRAFTS COUNCIL

By: _____
Gregory L. Slaughter
Co-Chairman